

Material Issues

FY2026.3 Targets and FY2025.3 Results

Material Issues	Important themes	FY2026.3 targets	FY2025.3 results
 Harmony with Nature	Enhanced response to climate change	Reduction of GHG emissions ■ Scope 1 and Scope 2 46,500 t-CO ₂ (30% reduction compared with FY2020.3) [Medium- to long-term targets] FY2031.3 32,500 t-CO ₂ (50% reduction compared with FY2020.3; ahead of schedule) FY2036.3: 27,000 t-CO ₂ (55% reduction compared with FY2020.3; newly established based on government guidelines) FY2051.3: Net zero emissions ■ Scope 3 Promotion of response in Scope 3 (increase accuracy of calculations and explore measures to reduce Scope 3 emissions in the supply chain)	■ Scope 1 and Scope 2 52,564 t-CO ₂ (20.7% compared with FY2020.3*) (Target: 48,700 t-CO ₂ [26.5% compared with FY2020.3]) ■ Scope 3 1,325,924 t-CO ₂ Continued to disclose Scope 3 response (subject to calculation: business management companies + BANDAI SPIRITS) Calculated Scope 3 emissions in European Union (Digital Business) * Net emissions
	Sustainable use of resources and raw materials	Promotion of the circular economy ■ Promotion of product recycling	■ Promotion of product recycling Gunpla recycling project: 37 tons (FY2024.3 results: 40 tons) Capsule recycling project: 47 tons (FY2024.3 results: 42 tons) Started recycling pillow-type packaging for cards
		Promotion of environmentally friendly products	■ Reduction in petroleum-based plastic use Reduction of prize bags used at domestic amusement facilities: 66.9 tons in FY2025.3 ■ Promotion of environmentally friendly design in our own products and services • Products and packaging: Used sustainable materials such as alternative plastics, biomass inks, and FSC-certified paper • Stuffed toys: Used recycled cotton in development and production • Eco amusement machines: Revised the conventional standards and revamped consoles as eco amusement machines, with the first being Clena Grand. ■ Promotion of green purchasing for office supplies Domestic Group companies: 22% in FY2025.3
		Waste reduction	■ Promotion of waste recycling at each business site • Reduced paper usage • Started shrink wrap recycling at logistics centers • Converted plastic waste generated at factories to RPF: 105 tons in FY2025.3
		■ Promotion of waste recycling at each business site	
 Safe & Responsible Products	Provision of products and services based on appropriate ethical representation	Establishment and operation of system for Groupwide sharing of information ■ Information sharing on ethical representations of products and services ■ Implementation of employee training	■ Information sharing on ethical representations of products and services • Held Group Ethics Working Group (four times a year) and Ethics Roundtable Discussions (twice a year) • Developed word checker system (began operation in FY2026.3) • Operation of AI-powered ethics diagnostic system ■ Implementation of employee training Implemented seminars, etc.
	Safety and security of products and services	Initiatives toward safe and secure manufacturing ■ Improvement in product quality in Japan and overseas ■ Implementation of employee training	■ Improvement in product quality in Japan and overseas • Unified United States, European, and inland Chinese quality standards for toys ■ Implementation of employee training • Promoted AOU Youth Advisor certification acquisition: 100% acquisition rate for target store managers • Promoted activities raising awareness among employees: Implemented seminars, quality exhibitions, etc.
	Enhanced customer satisfaction	Improvement in customer satisfaction level ■ Improvement in customer satisfaction with our products and services	■ Improvement in customer satisfaction with our products and services • Raised the inquiry index about home console games and app games, etc. • Improved customer satisfaction level (promoter rate) at amusement facilities: Received the grand prize at the 30th Shopping Center Customer Service Role Playing Contest
	Appropriate use of IPs and mutual use of patents	Social contributions using IPs and technology (excluding regional revitalization and educational assistance)	■ Continued to participate in the Playing For The Planet Alliance: Held activities to raise awareness of the environment using PAC-MAN
 Intellectual Property for Social Good	Protection of IPs	Enhanced IP protection ■ Countermeasures against counterfeit goods and illegal videos ■ Implementation of employee training	■ Countermeasures against counterfeit goods and illegal videos • Supported conversion of IP rights worldwide • Took action to eliminate infringement of counterfeit goods and illegal videos • Organized seminars on intellectual property led by an external organization ■ Implementation of employee training • Implemented e-learning and seminars

Each Group company is implementing measures tailored to the characteristics of its own business in accordance with its material issues. The results are analyzed for each fiscal year, for the entire Group and for each business segment, leading to improved measures for the following fiscal year and beyond. The results of analyses are discussed by the Group Sustainability Committee, and then reports are made to the Board of Directors, which deliberates and supervises as necessary.

Material Issues	Important themes	FY2026.3 targets	FY2025.3 results
 Fostering a Culture of Respect	Establishment of an employee-friendly workplace environment	Promotion of childcare leave acquisition ■ Promotion of childcare leave acquisition by male employees • Hold activities to raise awareness among Group employees • Acquisition rate of childcare leave by male employees of domestic Group companies: 5% increase from the previous fiscal year Review of paid leave structure	■ Promotion of childcare leave acquisition by male employees • Promoted activities to raise awareness among Group employees: Disseminated information using e-learning and in-house newsletters • Acquisition rate of childcare leave by male employees of domestic Group companies: 84.4% (78.5% in FY2024.3 and 30.5% in FY2023.3) Note: The figures include leave taken for childcare purposes (except figures for FY2023.3). • Introduced leave system including for fertility treatment at all domestic Group companies
	Human resource development	Development of human resources who can share dreams, fun, and inspiration with the world ■ Cultivation of diverse human resources who can promote the IP axis strategy ■ Cultivation of diverse human resources who can realize our Purpose	■ Implemented Group joint programs (target: participation rate of 90% or higher) New employee training (BNAP) participation rate: 97% (258 out of 265 eligible employees participated) 5th year training participation rate: 92% (189 out of 206 eligible employees participated) New manager training participation rate: 96% (158 out of 165 eligible employees participated) ■ In-house human resource development for animators, etc. (drawing and art schools)
	Promotion of diversity and inclusion	Promotion of employment for people with disabilities ■ Employment rate of people with disabilities: 2.5%(statutory employment rate) The cultivation of a culture where employees from diverse backgrounds can play an active role ■ Increase positive response rate in the engagement survey Diverse values and ways of thinking are respected: 72% The company provides opportunities for success regardless of gender: 80%	■ Employment rate of people with disabilities: 2.44% (2.21% in FY2024.3) • Held activities to raise awareness among Group employees Held study sessions for HR personnel, workplace training, etc. ■ Increase positive response rate in the engagement survey Diverse values and ways of thinking are respected: 70% (75% in FY2024.3) The company provides opportunities for success regardless of gender: 79% (81% in FY2024.3)
	Supply chain management (labor)	Human rights initiatives ■ Establishment of a supply chain that respects human rights ■ Implementation of employee training	■ Establishment of a supply chain that respects human rights • Established and published the Bandai Namco Group Code of Conduct and the Bandai Namco Group Guidelines for Business Partners • Set up the Compliance Hotline • Conducted survey of the supply chain to increase understanding • Conducted audits on human rights and labor environment covering all final packaging plants that produce Bandai products • Conducted labor environment audits at arcade game production factories: three times • Strengthened responses to creators' human rights ■ Implementation of employee training • Implemented internal activities to raise awareness using e-learning, seminars, and online company newsletters
	Collaboration with local communities	Implementation of social contribution activities deeply rooted in local communities	• <i>IDOLM@STER</i> regional revitalization activities (DeraMas, Disaster Prevention Festiv@l 2024, etc.) • <i>IDOLM@STER</i> Manhole Project • <i>Gundam</i> Manhole Project • Held volunteer activities such as clean ups around Company business sites
 Building Stronger Communities	Educational assistance for the next generation	Educational support for children	• Gunpla Academia: 230,000 people • Hosted work experience opportunities at amusement facilities across Japan • Held the Jackie Caravan to deliver happiness to children using the picture book series <i>The Bears' School</i> • Donated toys in Japan and other countries • Conducted outreach classes at elementary schools and nursery schools • Hosted the Thomas Edison Special Exhibition lecture • Developed teaching materials for elementary school students to learn about universal design through Othello, and distributed the materials free of charge to schools • Organized the Dream Class for elementary school students in Shimane Prefecture, led by the Shimane Susanoo Magic, and donated basketballs